

4.8.7 Professional Growth

4.8.7/1 of 2 Opportunity for Professional Development

Presentation Of Findings

Old Dominion University engages in a number of activities to foster faculty growth and development. Funds and release time from teaching and for summer research and development activities are available in amounts that depend on the University budget. The University also provides, usually through department budgets, funds for faculty travel to professional meetings. Each college is responsible for distributing the funds allocated to its respective unit. In addition to University-wide efforts, individual colleges, schools, and departments also maintain mechanisms for supporting faculty development.

Because Old Dominion University's mission focuses on the advancement, generation, and dissemination of knowledge, faculty development initiatives enhance faculty efforts in these areas. The University's position is that faculty development is an important component of its responsibilities to the professional instructional faculty. A significant number of professional development activities are available to faculty. The Provost/Vice President for Academic Affairs works closely with the college deans and department chairs to ensure that faculty members are knowledgeable about the newest pedagogical approaches in their discipline, have current curricula in their degree programs, have established research agendas, are knowledgeable about securing external funding, and can provide high-quality teaching to their students.

The Office of Academic Affairs allocates a Faculty Development Fund, in the amount of \$30,000 annually. The fund is administered by the Office of Academic Affairs in cooperation with the Faculty Status Committee of the Faculty Senate. All University faculty members have the opportunity to propose a faculty development project that will improve the quality of instruction. Faculty members can receive support for attendance at specialized teaching workshops or conferences, projects to redesign courses, and training in the use of new technology that can be adapted to their teaching.

Similarly, University policy provides the opportunity for tenured faculty members to be approved for development or research assignments. The purpose of the development assignment is to enhance the value of faculty members at Old Dominion University, both to the University and to the Commonwealth, by providing certain faculty members a semester or a year of structured study in an area in which expertise is needed for the teaching function of the institution and is not otherwise available to the university. Alternative approaches used by some faculty are a leave of absence without pay, an intergovernmental personnel transfer, or an exchange that allows them to practice their profession and teach in another environment for a limited period of time.

In the academic year 1999-2000, the Provost/Vice President for Academic Affairs allocated funds to support faculty travel to present papers, attend professional meetings, or participate in other professional development activities.

The Office of the Associate Vice President for Research and Graduate Studies provides funds to support faculty research. The primary purpose of the awards is to provide support and encouragement for tenure-track faculty members who are pursuing projects that will ultimately attract outside funding and that fulfill those traditional scholarly

endeavors and creative activities basic to the goals of the University. Fellowships are available to all full-time tenure-track or tenured Old Dominion University faculty members who will be teaching during the next year. The award, which carries a stipend of \$5,000, allows faculty to devote eight weeks to research in lieu of teaching. For the Summer 2000 semester, the Associate VP for Research and Graduate Studies allocated \$89,869 to fund thirteen faculty research fellowships. Fellowship awards were made to faculty in various Colleges, including Arts & Letters, Health Sciences, Education, and Sciences. Additionally, up to \$1000 for expenses and \$500 post-award travel funds are available to successful applicants.

A number of ongoing faculty development services are available to faculty. The University Library provides standard faculty library services, including purchase and maintenance of books and journals, computer searches, interlibrary loans, electronic library access to journals, and so on. The Office of Computing and Communications Services (OCCS) conducts workshops for faculty. OCCS provides training on computer hardware, software, and services that support instruction. In collaboration with the Office of Distant Learning, faculty members are given information on teaching on television and the strategies, course materials, and presentation styles for success in using such technology. The Office of Research and Graduate Studies provides an array of professional development services related to external grants and contracts. Faculty members are helped with all aspects of securing external funds, from locating funding sources to proposal and budget development. They are given information on seminars provided by funding agencies and opportunities to interact with potential funding agencies.

**4.8.7/2 of 2
Professional
Development
Opportunities for
Faculty**

Old Dominion University provides substantial professional development opportunities and funding for faculty. Teaching excellence is encouraged through faculty development programs and appropriate recognition of superior instruction. For example, there are twice-yearly competitions for several \$5,000 course-development grants, and the colleges have sponsored faculty retreats, course development workshops, and writing-across-the-disciplines workshops. The University values and supports faculty participation in the discovery, synthesis, application, and creation of new knowledge and art forms. Faculty members must, of course, avail themselves of these opportunities for professional growth. A number of incentive awards are available. The University provides awards to the TELETECHNET Teacher of the Year. The Office of Research and Graduate Studies provides a faculty research award. The College of Engineering offers awards for faculty for excellence in teaching, research, faculty advising, industry partnering, and support operations. The College of Business and Public Administration recognizes faculty for excellence in teaching, research, and service. The College of Health Sciences and the College of Sciences offer an award for excellence in teaching and research. Finally, the College of Education offers an award for excellence in teaching.

Conclusion

The University is in compliance with the SACS/COC *Criteria*.

Recommendations/Suggestions

None.

**Must Statement Compliance Table
4.8.7 Professional Growth**

Must Statement	Compliance Statement	Supporting Documentation <u>Exhibit Numbering Key:</u> Criteria#/MustStatement#:Exhibit
<p>4.8.7/1 of 2 An institution must provide faculty members the opportunity to continue their professional development throughout their careers and must demonstrate that such development occurs.</p>	Compliance	<p>4.8.7/01:01 Faculty Development Funds, Policies & Procedures</p> <p>4.8.7/01:02 Faculty Development Report, 1994</p> <p>4.8.7/01:03 Faculty Research Awards</p> <p>4.8.7/01:04 Faculty Professional Development Exhibits</p> <p>4.8.7/01:05 Faculty Research and Development Assignments</p> <p>4.8.7/01:06 Faculty Research Time</p> <p>4.8.7/01:07 BOV 1413: Evaluation of Faculty</p> <p>4.8.7/01:08 Policy for Summer Research Fellowships</p>
<p>4.8.7/2 of 2 The general tone and policies of an institution must make it clear that individual faculty members are to take the initiative in promoting their own growth as teachers, scholars, and especially in professional and occupational fields, practitioners.</p>	Compliance	<p>4.8.7/02:01 The Mission of the University</p> <p>4.8.7/02:02 BOV 1410: Academic Rank and Promotion in Rank</p> <p>4.8.7/02:03 BOV 1411: Tenure</p> <p>4.8.7/02:04 Policy on Post-tenure Review</p>